

Message Text

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ACTION EUR-12

INFO OCT-01 ISO-00 CIAE-00 PM-04 INR-07 L-03 ACDA-05

NSAE-00 PA-01 SS-15 PRS-01 SP-02 USIA-06 TRSE-00

SAJ-01 NSC-05 OC-05 CCO-00 EB-07 IO-10 /085 W

----- 037401

R 081751Z OCT 75

FM USMISSION NATO

TO SECSTATE 3932

SECDEF WASHDC

INFO OTP WASHDC

DCA WASHDC

MCEB WASHDC

JCS WASHDC

C O N F I D E N T I A L USNATO 5494

E.O. 11652: GDS

TAGS: ETEL MARR NATO

SUBJECT: NATO JOINT C-E COMMITTEE (NJCEC) MEETING OCT 23-24,
1975: AGENDA ITEM XI, NICSMA PERSONNEL ESTABLISHMENT

REFS: A. NAC 3557, DTG 111535Z SEP 75

B. NICSMA D/60 16 SEP 75

BEGIN SUMMARY: AFTER DISCUSSION WITH DEPUTY DIRECTOR GENERAL
NICSMA (LTGEN KISSINGER) ON THE PROPOSED NICSMA ORGANIZATIONAL
CHANGES, WE RECOMMEND A US POSITION ON AGENDA ITEM XI OF THE NJCEC
AGENDA (REF A).

ACTION REQUESTED: WASHINGTON GUIDANCE IN TIME FOR NJCEC MEETING.
END SUMMARY.

1. PROPOSALS IN REF B GAVE US CONSIDERABLE CONCERN OVER REQUEST
FOR ADDITIONAL 78 POSTS (IN ADDITION TO CURRENT 200 POSTS)
OVER 1976 AND 1977. IN PARTICULAR, WE WONDERED IF THERE WERE
DUPLICATION WITH CONTRACTUAL EFFORTS BEING REQUESTED BY NICSMA
FROM THE PAYMENTS AND PROGRESS COMMITTEE. TO CLARIFY THE REQUEST,
MISSION REPS (GENTRY AND LOVELAND) MET ON 2 OCT WITH KISSINGER
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AND KEY AIDES.

2. KISSINGER FEELS STRONGLY THAT NATO IS ASKING AN IMPOSSIBLE
JOB FROM NICSMA IN THE IMPLEMENTATION OF AN INTEGRATED SYSTEM

CONTAINING SATELLITE COMMUNICATIONS TARE VOICE SWITCHES CRYPTOGRAPHIC EQUIPMENT TRANSMISSION SYSTEMS, ETC., TO BE IMPLEMENTED SIMULTANEOUSLY IN THE PERIOD 1975-80 WITH A PERSONNEL COMPLEMENT OF "ONLY" 200. HE CLAIMS TO BE IN THE PROCESS OF PURGING INCOMPETENT PERSONNEL TRANSFERRED FROM SHAPE AT THE ORIGINAL ESTABLISHMENT OF NICMSA AND HE SAYS THAT HE AND THE DIRECTOR GENERAL (BUCHS) ARE SCREENING VERY CAREFULLY ALL NEW APPLICANTS FOR VACANCIES. HE ESTIMATED PS CURRENT

PERSONNEL TO BE APPROXIMATELY 85PCT EFFICIENT, WHICH IS OVER THE NATO AVERAGE. HE GUARANTEES THAT HE AND BUCHS WILL IN THE FUTURE STRONGLY OPPOSE THE POLITICAL PRESSURE WHICH HAS FREQUENTLY BEEN APPLIED TO THEM FOR THE ACCEPTANCE OF INCOMPETENT PERSONNEL.

3. TO OUR QUESTIONING OF DUPLICATION BETWEEN THE CNICMA SYSTEM ENGINEERING BRANCH AND SYSTEM INTEGRATION BRANCH REQUIREMENTS AND THOSE FOR CONTRACTUAL PERSONNEL, KISSINGER REPLIED THAT THE TWO REQUIREMENTS ARE COMPLEMENTARY AND NOT DUPLICATIVE. IN PARTICULAR, THE FIVE NEW ENGINEERS FOR THE INTEGRATION BRANCH ARE REQUIRED TO SUPERVISE AND WORK WITH THE CONTRACTOR SELECTED TO DO THE INTEGRATION AND INTERFACE OF THE TARE IVSN AND CRYPTOGRAPHIC EQUIPMENT WITH EXISTING SYSTEMS. SIMILARLY, THE PERSONNEL REQUESTED FOR THE SYSTEM ENGINEERING BRANCH ARE TO WORK WITH THE SYSTEM ARCHITECTURE CONTRACTOR REFERRED TO IN PARA 15 OF REF B. KISSINGER IS CONVINCED THAT NEITHER OF THESE TWO JOBS CAN BE HANDED OVER TO A CONTRACTOR WITHOUT ABSOLUTE DAY TO DAY CONTROL WITHIN NICMSA. IN VIEW OF PAST US EFFORTS TO CONVINCE NICMSA OF THE NEED FOR SYSTEMS ENGINEERING AND INTEGRATION, WE BELIEVE THAT THE US SHOULD SUPPORT THESE REQUIREMENTS. WE AGREE, HOWEVER, THAT THEY CAN BE SUPPORTED IN SEVERAL WAYS: BY NATIONAL EXPERTS; BY ADDITIONAL CONTRACTUAL EFFORTS; OR BY IN HOUSE PERSONNEL AUGMENTATION. KISSINGER CLAIMS THAT WHILE THE INITIAL JOB FOR THE ADDITIONAL PERSONNEL IS LIMITED TO ABOUT TWO YEARS, THERE WILL NEVERTHELESS BE A CONTINUING REQUIREMENT DURING THE IMPLEMENTATION PERIOD. HE CONFIDENTIAL

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BELIEVES, THEREFORE, THAT HIS REQUEST HAS BEEN LIMITED TO THE STEADY STATE REQUIREMENT, THUS ELIMINATING SHORT TERM PEAKS WHICH HE INTENDS TO COVER BY OTHER MEANS.

4. WE QUERIED THE SUDDEN JUMP IN NUMBERS OF PERSONNEL IN THE SYSTEM DIRECTION BRANCH AND THE ADP SUPPORT BRANCH. KISSINGER REPLIED THAT THESE REQUIREMENTS STEM FROM THE FACT THAT NICMSA WILL TAKE OVER THE OPERATIONAL DIRECTION OF THE ACE HIGH AND SATCOM SYSTEMS FROM SHAPE ON JAN 1, 1976. HE REQUIRES ADDITIONAL PERSONNEL IN ORDER TO IMPLEMENT THAT RESPONSIBILITY. WE NOTE THAT SHAPE HAS SOME 200 PERSONNEL SPACE (ABOUT EVENLY DIVIDED BETWEEN MILITARY AND CIVILIAN) FOR THOSE TASKS. SOME OF THESE PERSONNEL SPACES WILL BE REQUIRED FOR IMPLEMENTATION OF THE

COA REQUIREMENT IN CONNECTION WITH NICSMA SYSTEM DIRECTION, BUT WE WOULD FORESEE A CERTAIN AMOUNT OF SURPLUS, SOME OF WHICH COULD PERHAPS BE TRANSFERRED (AT LEAST THE SPACES IF NOT THE INCUMBENTS TO ACCOMPLISH THE SIMILAR JOB IN NICSMA. WE WILL INVESTIGATE THIS POSSIBLITY IN THE MILITARY BUDGET COMMITTEE.

5. EXCEPT FOR THE REQUESTS IN THE CONTRACTING BRANCH, MOSTTER NEW POSTS ARE SCHEDULED THROGHOUT THEORGANIZATION AND SHOULD BE INDIVIDUALLY JUSTIFIED IN THE BUDGET COMMITTEE EXERCISE. THE MAJOR REQUEST IN THE CONTRACTING BRANCH, HOWEVER, WOULD APPEAR TO BE TROUBLESOME IN THAT THE REQUESTS FOR 1976 AND 1977 WOULD MORE THAN DOUBLE THE SIZE OF THE BRANCH. KISSINGER JUSTIFIED THIS INCREASE ONTHE BASIS OF THE IMPLEMENTA-TION OF TARE, IVSN, SATCOM, TRANSMISSION MEDIA AND CRY-PTOGRAPHIC EQUIPMENT CONTRACTS. HE FORESEES AN ALMOST US TUPE OF CONTRACT CONTROL,WHICH IS UNUSUL IN NATO. WHILE HIS OBJECTIVE IS TO AVOID THE TYPE OF CONTRACTUAL CONFUSION WE FIND OURSELVES IN FOR THE STACOM II GROUND STATIONS,WE DOUBT THAT OTHER NATO NATIONS WILL AGREE TO THIS LEVEL OF CONTRACTUAL PERSONNEL WITHIN NICSMA. SOLUTION IS THEREFORE IN THE HANDS OF THE BUDGET COMMITTEE, WHICH CAN PROBABLY BE EXPECTED TO GRANT THE INCREASES PIECEMEAL AT A VERY SLOW RATE.

6. WE RECOMMEND THAT THE US TAKE THE FOLLOWING POSITION AT THE NJCEC MEETING:

A. LAUD NICSMA FOR ITS INTENTION TO DEVELOP A NICS ARCHITECTURE AND SUPPORT THE CONTRACT APPROACH.

B. RECOGNIZE THAT NICSMA NEED ADDITIONAL CAPABILITY TO CONFIDENTIAL

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SUPERVISE AND ADMINISTER THE CONTRACTS IT WILL HAVE.

C. AGREE TO THE RECOMMENDATIONS I PARA 36 OF REF B WITH THE UNDERSTANDING THAT ENDORSEMENT OF THE CHANGES PROPOSED FOR 1976/77 IMPLIES ONLY ENDORSEMENT OF NICSMA'S NEED FOR THE CAPABILITY THESE CHANGES REPRESENT BUT SORCE OF PERSONNEL AND SPECIFIC SPACES MUST BE JUSTIFIED TOTHE APPROPRIATE BUDGET COMMITTEE.

D. IN SUPPORT OF NICSMA, MAKE A STATEMENT DESCRIBING IN GROSS TERMS THE TYPICAL SIZE AND STRUCTURE OF A US ORGANIZATION CHARGED WITH THE SAME MISSION AND FUNCTINS NOW ASSIGNED NICSMA. FYI. KISSINGER BELIEVES THAT STRONG US SUPPORT OF THE UNICSMA PERSONNEL REQUIREMENT IS ESSENTIAL. OUR ALLIES ARE AWARE THAT HE HAS PLAYED A DOMINANT ROLE IN SETTING UP THE NEW ORGANIZATIN, BASED UPON HIS EXPERIENCE IN MANAGING LARGE US SYSTEMS. SHOULD THEUS NOT LEND STRONG SUPPORT KISSINGERS CREDIBILITY MAY BE UNDERMINED. HE HAS COMPARED NICSMA'S SIZE AND WORK SCOPE WITH THOSE OF SIMILAR US ORGANIZATINS AND IS WELL AWARE THAT NICSMA WOULD BE MUCH LARGER IF IT WERE A US NATIONAL ORGANIZATION WITH THE SAME RESPONSIBILITIES. END FYI. STREATOR

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Message Attributes

Automatic Decaptioning: X
Capture Date: 18 AUG 1999
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: n/a
Control Number: n/a
Copy: SINGLE
Draft Date: 08 OCT 1975
Decaption Date: 01 JAN 1960
Decaption Note:
Disposition Action: RELEASED
Disposition Approved on Date:
Disposition Authority: GolinoFR
Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
Disposition Date: 28 MAY 2004
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1975NATO05494
Document Source: ADS
Document Unique ID: 00
Drafter: n/a
Enclosure: n/a
Executive Order: 11652 GDS
Errors: n/a
Film Number: n/a
From: NATO
Handling Restrictions: n/a
Image Path:
ISecure: 1
Legacy Key: link1975/newtext/t197510101/abbrzmkn.tel
Line Count: 163
Locator: TEXT ON-LINE
Office: n/a
Original Classification: CONFIDENTIAL
Original Handling Restrictions: n/a
Original Previous Classification: n/a
Original Previous Handling Restrictions: n/a
Page Count: 3
Previous Channel Indicators:
Previous Classification: CONFIDENTIAL
Previous Handling Restrictions: n/a
Reference: A. NAC 3557, DTG 111535Z SEP 75 B. NICSMA D/60 16 SEP 75
Review Action: RELEASED, APPROVED
Review Authority: GolinoFR
Review Comment: n/a
Review Content Flags:
Review Date: 30 APR 2003
Review Event:
Review Exemptions: n/a
Review History: RELEASED <30 APR 2003 by BoyleJA>; APPROVED <01 MAY 2003 by GolinoFR>
Review Markings:

Margaret P. Grafeld
Declassified/Released
US Department of State
EO Systematic Review
06 JUL 2006

Review Media Identifier:
Review Referrals: n/a
Review Release Date: n/a
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
Secure: OPEN
Status: NATIVE
Subject: NATO JOINT C-E COMMITTEE (NJCEC) MEETING OCT 23-24, 1975: AGENDA ITEM XI, NICSMA PERSONNEL ESTABLISHMENT
TAGS: ETEL MARR NATO
To: STATE
SECDEF INFO OTP
DCA
MCEB
JCS
Type: TE

Markings: Margaret P. Grafeld Declassified/Released US Department of State EO Systematic Review 06 JUL 2006